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SAPIENZA
UNIVERSITÀ DI ROMA

DEPARTMENT
OF STATISTICAL SCIENCES

“Gender Inequalities in the Labour Market: the EU policies”



Giulia Zacchia

Minerva - Laboratory

www.dss.uniroma1.it





Minerva Lab

Laboratory on Diversity and Gender Inequality

*it is part of the Dip. of Statistics of Sapienza University of Rome
it contributes to scientific research on gender equality and equity using
both qualitative and quantitative methods, and to develop
collaborations between scholars. The laboratory carries out
multidisciplinary research activities promoting the contamination
between different research fields, from economics, law, history,
sociology, demography and statistics.*



Facebook - @MinervaLABORAT



Twitter - @LabSapienza

<https://web.uniroma1.it/labminerva/>

Minerva Lab



- <https://web.uniroma1.it/labminerva/en/events>
SEMINARS (online on Zoom).

EVENTS

NEXT MEETINGS (online on ZOOM). If you wish to participate write to marcella.corsi@uniroma1.it

- "Financing a Gender-Equitable Economic Recovery: What is Needed?" – Anuradna Seth, March 30, h.17.
- Presentation of the book "Prostituzione e lavoro sessuale in Italia. Oltre le semplificazioni, verso i diritti" - Giulia Selmi and Giulia Garofalo Geymonat present their book with Serena Olcuire and Isabel Crowhurst, April 6, h.17.
- "Getting by in times of crisis: Financial diaries during COVID in the UK" - Olga Biosca, April 13, h.17.
- "Barbara Wootton and the creation of the British welfare state" – Danielle Guizzo, April 20, h.17.
- "Growing Up Queer in Contemporary Greece: Tactics of Everyday Life" - Yulie Papadakou, **CIVIS Gender Studies Lectures**, April 26, h. 17.
- "Non-binary statistics and beyond" - Event for the LGBTQI+ history month, April 28, h.16 (IN PRESENCE).
- "Fiscal Policy and Gender Equality: a PSVAR analysis for Italian regions" - Jelena Reljic and Francesco Zezza, May 4, h.17.
- "A field study of age discrimination in the workplace: the importance of gender and race pay gap" - Nick Drydakakis and Anna Paraskevopoulou, May 11, h.17.
- "Female Genital Mutilation or Modification? The Socio-legal Conundrums of the International Zero-tolerance Approach" - Sarah O'Neill, **CIVIS Gender Studies Lectures**, May 17, h. 17.
- Presentation of the book "La gentrificazione è inevitabile e altre bugie" - Leslie Kern presents her book with Chiara Belingardi and Stefania Ragozino, May 18, h. 18.
- "Il valore del lavoro non retribuito: riconosciuto, ignorato e recuperato" - Johanna Gautier Morin, May 25, h.17.
- "Women in American Studies: History of a Discipline from a Gender Perspective" - Ralph J. Poole, **CIVIS Gender Studies Lectures**, June 21, h. 17.

If you wish to participate, write me or Prof. Marcella Corsi

giulia.zacchia@uniroma1.it or marcella.corsi@uniroma1.it

Projects

EU

VIRAGE

VISUALISING AND MEASURING THE
ROLE OF INDUSTRIAL RELATIONS IN
ADDRESSING GENDER EQUALITY
(CEPS -Bruxelles)

UZBEKISTAN

Summer School “Statistics for
the Study of Gender Equality.
Methods and Tools to
implement Gender Sensitive
Indicators”

**Turkey, Tanzania,
Uganda, Angola,
Argentina, Mexico**

*SPEAK-UP JEAN
MONNET MODULE*
gender discrimination and
violence

INDIA

*Jawaharlal Nehru
University*

Gendered division
of labour in the
market economy:
case studies from
the global South
and global North.

BRAZIL

*Universidade Federal
de Minas Gerais*
Mini-courses: Exploring
the European Union

**TANZANIA
UGANDA**

Erasmus+ DALILA

ARGENTINA

*Universidad Nacional de
Quilmes*
Summer/Winter school
‘Caring economy and
unpaid work’

Minerva - Lab

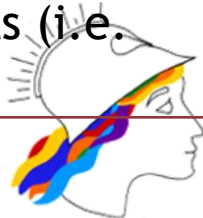
Erasmus+ KA2 - Cooperation for innovation and the exchange of good practices Capacity Building in Higher Education

DALILA - Development of new Academic curricula on sustainable energies and green economy in Africa

The project aims to support the modernization, accessibility and market-oriented of higher education in the Partner Countries in order to contribute to the development of sustainable and inclusive socio-economic growth.

The main priority of the project is to enhance the capacities of the target higher education institutions (HEIs) in Tanzania and Uganda on Renewable Energy and Green Economy and to strengthen the connection with local labor market demand for skills.

The main objective of the project proposal is to establish four new courses on “Renewable Technologies” and “Green Business creation and development” in 2 Universities in Tanzania and 2 in Uganda. The courses will be based on an innovative approach that includes facilitation of students’ transition to work. A crosscutting issue of the project is to ensure accessibility of courses to vulnerable students (i.e. whereas vulnerability is intended mainly considering disabilities).



IAFFE – International Association for Feminist Economics

Founded in 1992, the International Association for Feminist Economics (IAFFE) is a nonprofit organization devoted to expanding understanding of economic issues important to the well being and empowerment of women, children, and men worldwide


IAFFE - Committee on Involvement of Young Scholars

- 1. Organize events that encourage undergraduate and graduate students to critically engage in the issues of gender and economics;***
- 2. Create a virtual space and a virtual community where IAFFE scholars can share their work and experiences and senior scholars can easily and transparently mentor them;***
- 3. Involve young scholars in IAFFE events***

If you are interested in being part of it just write me an e-mail

INET - YSI Gender Economics

<https://ysi.ineteconomics.org/workinggroup/gender-and-economics>



Gender and Economics

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INTRODUCTION

Gender studies within the economic theory is a part of a general project to rethink economics in a different way, either as a revised version of neoclassical economics, or as a deep critique to neoclassical economics. Gender diversity is an enriching factor for the development of economic theory and the capacity of understanding and interpreting the current society and reality. The Gender Economics and Social Sciences working group focuses on gender issues in a critical, transnational and interdisciplinary perspective.

Migration, asylum, war, global crises, financial markets, employment, growth, public policies, welfare state and social investments, institutions, health, climate change and the environment are all gendered, because gender relations shape all spheres of social life.

Gender is a social identity, so it is not a fixed or innate fact, but it varies across time and space. Gender depends upon social interaction and social recognition, so gender identities influence different aspects of social, political, economic and cultural spheres. Like all social identities, gender identities are dialectical: they involve at least two sets of actors referenced against one another. Usually, when we speak about Gender Studies we refer to differences between masculinity (what society identifies appropriate behavior for a "man") and femininity (what society deems appropriate behavior for a "woman"). We embrace a broader concept of gender that includes race, class, sexuality, disability, age and other socio-economic conditions. We consider gender identities as all those social identities that implies discrimination and segregation in economic and social life.

ABOUT US

Studying the role gender within economic theory is a part of a general project to rethink economics in a different way, either as a revised version of conventional economics, or as a deep critique to the way economics is and has been framed.

NEXT EVENT

[3rd Conference on Development Planning "Julio H.G. Olivera"](#)
Buenos Aires , Argentina
July 28, 2021

RESOURCES

You must sign in to access working group resources.



The economy is not gender neutral, but actually relies on gender imbalances to function and grow.

<https://www.ineteconomics.org/perspectives/videos/feminist-economics#>



Jayati Ghosh

Professor of Economics, University of Massachusetts, Amherst
Former Professor of Economics, Jawaharlal Nehru University

PART 5

Mainstream Economics & Gender

<https://youtu.be/mVfqJc625SU>

Feminist Economics

Feminist Economics is a peer-reviewed journal that provides an open forum for dialogue and debate about feminist economic perspectives

Home ▶ All Journals ▶ Feminist Economics ▶ List of Issues ▶ Volume 29, Issue 1

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Feminist Economics, Volume 29, Issue 1 (2023)

< Volume 29, 2023 Vol 28, 2022 Vol 27, 2021 Vol 26, 2020 Vol > See all volumes and issues

< Issue 1 >

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ARTICLES

<input type="radio"/> Article The Contribution of Girls' Longer Hours in Unpaid Work to Gender Gaps in Early Adult Employment: Evidence from Ethiopia, India, Peru and Vietnam >	723 Views
Fiona Carmichael, Christian Darko, Shireen Kanji & Nicholas Vasilakos Pages: 1-37 Published online: 21 Jul 2022 Abstract Full Text References PDF (246 KB) EPUB	0 CrossRef citations 160 Altmetric
<input type="radio"/> Article Beyond Girls' Education: Pathways to Women's Post-Marital Education in Matlab, Bangladesh >	219 Views
Kiera Chan, Stephanie Spaid Miedema, Ruchira Tabassum Naved & Kathryn M. Mount Pages: 38-69 Published online: 09 Aug 2022	0 CrossRef citations 4 Altmetric




Launched in 1994, Gender, Work & Organization was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organization of gender and the gendering of organizations. Since then Gender, Work & Organization has published multi-disciplinary, high quality qualitative empirical research on gendered power relations and identities in the study of work and organization exploring issues of inclusion and exclusion. It has also published quantitative work guided by critical epistemologies on issues such as the gender pay gap, flexible work, career patterns, women on boards and access to leadership positions.

InGenere.info - Web magazine


http://www.ingenerere.it/

Fondazione Giacomo Brodolini | About




Gender • Data • Policies

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Versione italiana

Migrant domestic workers in the Arabian Gulf



Transnational brokerage of domestic work and social inequalities, the case of Sri Lanka, from where, in the last forty years large numbers of women have been migrating as domestic workers to the oil-rich Arabian Gulf

by Wasana Handapangoda 02/02/2023


[Article](#) [Asia](#) - [care](#) - [labour](#) - [work](#)

The Women-Led Uprising in Iran

In the last three months, protests broke out in Iranian cities and across the country. The nationwide uprising that is now ongoing has been called a women-led revolution

by Valentine M. Moghadam 06/12/2022

Video



Intersectionality
What you need to know about the term 'intersectionality'

Highlights

Being a researcher during the pandemic
di Sahizer Samuk, Sandra Burchi

Why are women so tired?
di Lygia Sabbag Fares, Ana Luiza Matos de Oliveira

Work and care in the Covid-19 crisis; isn't it time for fathers?
di Marina Zannella, Erica Aloè, Marcella Corsi, Alessandra De Rose

Research

Gender perspectives in mobility 🇮🇹

Gender Equality in the Mirror

COVID-19 pandemic and the gender divide at work and home 🇬🇧

Women and men at work 🇬🇧

Global Gender Gap Report 2021 🇬🇧

Versione italiana

Mrs Rossana Rossanda

Casalinghe: no grazie!

Se recovery significa guarigione

Invisibili. Come il mondo ignora le donne

Come la pandemia ha cambiato il tempo dei bambini

Per un 2030 senza abusi su bambine e ragazze

Madri che si dimettono, indignarsi non basta più

Browse by tag

affirmative actions (10) Africa (2) agriculture (1) America (9) Asia (5) austerity (1) bioethic (1) bodies (9) care (17) credit (3) development (3) economic crisis (10) education (1) environment (3) equal opportunities (89) Europe (63) families (28) feminism (21) finance (10) genitorialità (1) good practice (14) healthcare (9) HERstories (2) home care (8) inequality (27) innovation (8) institutions (11) labour (29) law (10) maternità (1) media (3) Mediterranean countries (1) Middle east (3) Migration (8) pandemic (9) part-time (2) paternità (1) pay gap (9) pensions (3) policies (1) politics (13) poverty (3) prostitution (5) public expenditure (1) public finance (6) religion (2) research (13) rights (4)

so...there is an international network for young scholars to:

be interactive

**think out of the box
(heterodox approaches/feminist approaches)**

propose/discuss your ideas/new ideas

Gender Inequalities in the Labour Market: the EU policies

Gender aware/
feminist economics
Some basic concepts

Labour Market
Definitions and
Measures
Gender/Fem
inist economics
critics

Most commonly-
used
indicators of gender
inequalities in the
labour markets

Data on gender
inequalities in labour
market in
Europe -
EIGE

EU policies:
Gender
Equality
Strategy
2020-2025

31/03/2023 h. 11-14

20/04/2023 h. 12-14

21/04/2023 h. 09-11

Exercise:

Explore Data on Gender Inequalities in the Labour Market in EU
<https://forms.gle/bYL4M78U1Dw9AmHFA>

Gender aware economics

Some basic concepts

Gender aware/
feminist economics
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inequalities
in labour
market in
Europe -
EIGE

EU policies:
Gender
Equality
Strategy
2020-2025

Basic Concepts

What is Gender?

- Gender refers to socially-constructed stereotypes or the roles attributed to women and men
- Gender roles are determined by different sociocultural contexts
- **Gender varies between cultures and is not fixed over time**

Sex

is about the physical/biological differences between men and women

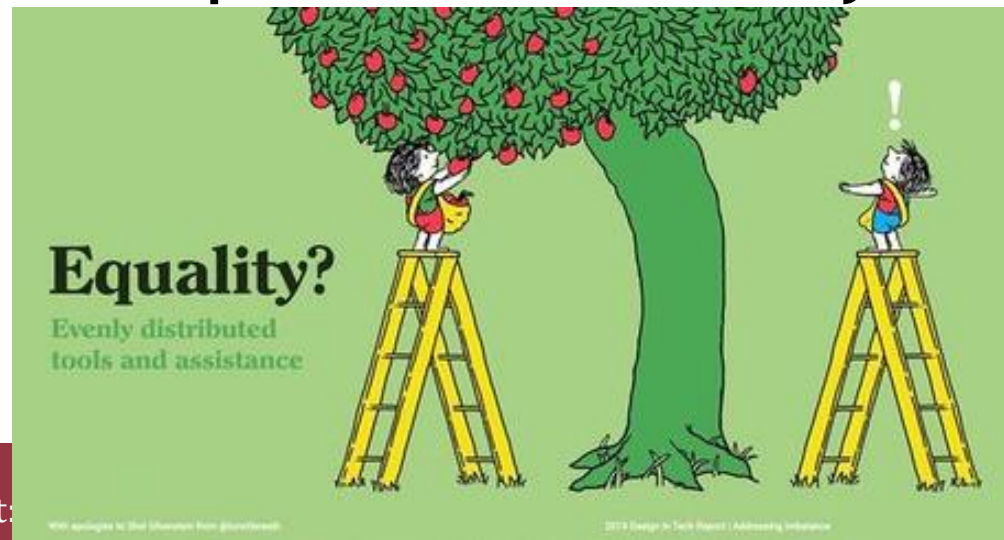
the difference between sex and gender to distinguish inborn activities from socially-constructed stereotypes

Efforts towards gender equality require transforming the institutions and norms that function as bearers of gender

Basic Concepts

What is Gender Equality?

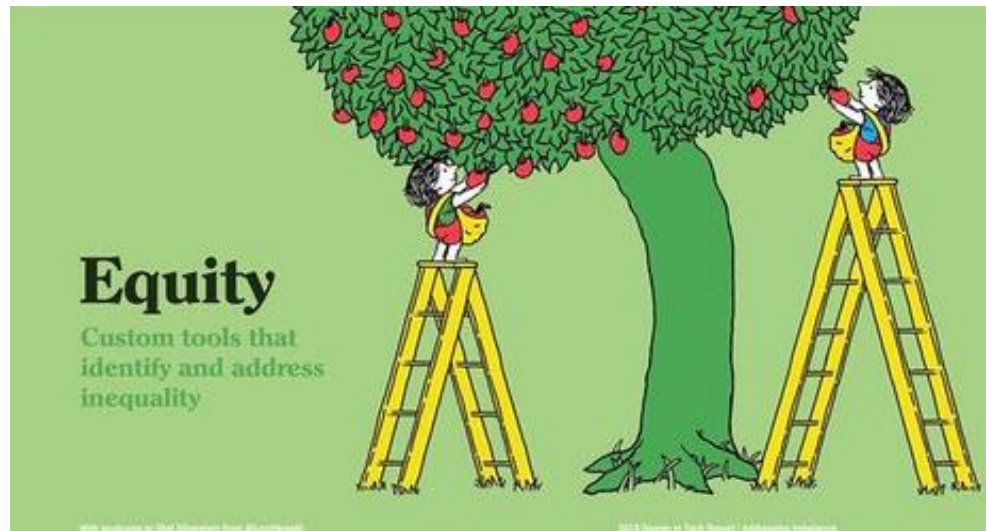
Gender equality entails the concept that all human beings are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, **but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.**



Basic Concepts

What is Gender Equity?

Gender equity means **fairness of treatment for women and men, according to their respective needs**. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.



Basic Concepts

Equality and Equity

EXAMPLES OF EQUALITY²

A city cuts the budget for 25 community centers by reducing the operational hours for all centers by the same amount at the same times.

A community meeting, where all members of the community are invited, about a local environmental health concern is held in English though English is not the primary language for 25% of the residents.

Examples of Equality All public schools in a community have computer labs with the same number of computers and hours of operation during school hours.

EXAMPLES OF EQUITY²

The city determines which times and how many hours communities actually need to use their community centers and reduces hours for centers that aren't used as frequently.

Examples of Equity The community leaders hire translators to attend the meeting or offer an additional meeting held in another language.

Examples of Equity Computer labs in lower income neighborhoods have more computers and printers, as well as longer hours of operation, as some students don't have access to computers or internet at home.

Basic Concepts

What is Gender Mainstreaming

Gender mainstreaming requires integration of a gender perspective into the research, planning, implementation and monitoring and evaluation processes of all legislations, policies and programmes

Gender mainstreaming includes a conscious attempt to eliminate gender bias in institutional structure.



2021 report on
gender equality in the EU

Basic Concepts

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To achieve gender equality it is essential to include a gender equality perspective in all stages of decision-making, when priorities are set, policies are developed and resources allocated.

As an essential strategic tool to advance on gender equality, gender mainstreaming supports a gender equal

redistribution of power, influence and resources, and ensures equal opportunities for women and men, and girls and boys, in all their diversity.

Mainstreaming gender equality into policymaking uncovers and mitigates unperceived biases embedded in societies, ensuring that policies do not reinforce existing gender inequalities or gender stereotypes.

2021 report on gender equality in the EU

Gender mainstreaming remains a priority for the European Commission. The 2020-2025 gender equality strategy is built on a dual approach consisting of specific initiatives to address gender inequalities and the mainstreaming of gender into all EU policies.

COVID-19 Response

Evidence presented in previous chapters of this report points to the gendered impact of the COVID-19 pandemic, which has had disproportionate negative effects on women and girls. Mainstreaming a gender equality perspective into the pandemic response is vital to deliver the needed relief and overcome the social and economic consequences of this pandemic. Ensuring gender equality in the recovery phase is of the essence to ensure positive developments towards gender equality. This challenge was acknowledged in the joint event organised by EIGE and the German Presidency of the Council of the EU.²¹⁶ In particular, the European Pillar of Social Rights provides a strong basis to ensure gender mainstreaming across the socio-economic policies. The Action Plan to implement the European Pillar of Social Rights will further support this approach.

Basic Concepts

What is Productive work?

Productive work is production of good and services for exchange in the market to earn income.

Both neoclassical economics and Marxian economics define productive work as **paid work that creates value added** and is counted in the gross domestic product (GDP) in the monetized sphere.

Feminist economists criticize the dominant vision of economics for leaving unpaid reproductive work outside the economic realm

Basic Concepts

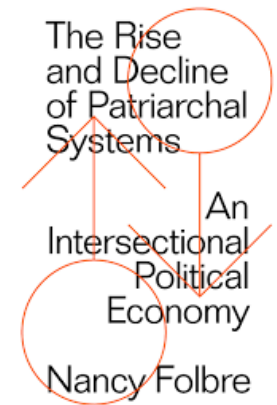
What is Reproductive Work?

Reproductive work entails any service and support provided for the current and future workforce (i.e. for those who undertake the productive work). It includes the daily production of goods and services in the household for household consumption, caring and nurturing of children, elderly and the sick, and intergenerational biological reproduction.

Feminist economists assert that reproductive work should be an integral part of policy design and implementation.

Basic Concepts

What is Reproductive Work?



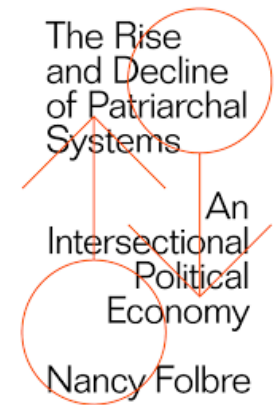
“...the word *economics* derives from the Greek term for the household *oikos*.

Marxian theory traditionally focused on the extraction of surplus in commodity production; neoclassical economic theory on voluntary exchange (...) A wider lens yields a more unified view: **processes of reproduction entail distinctive forms of work and significant intergenerational transfers that take place within families and communities as well as firms, markets, and the state. All these activities are susceptible to the development of collective power”.**

Folbre 2021, p. 64

Basic Concepts

What is Reproductive Work?



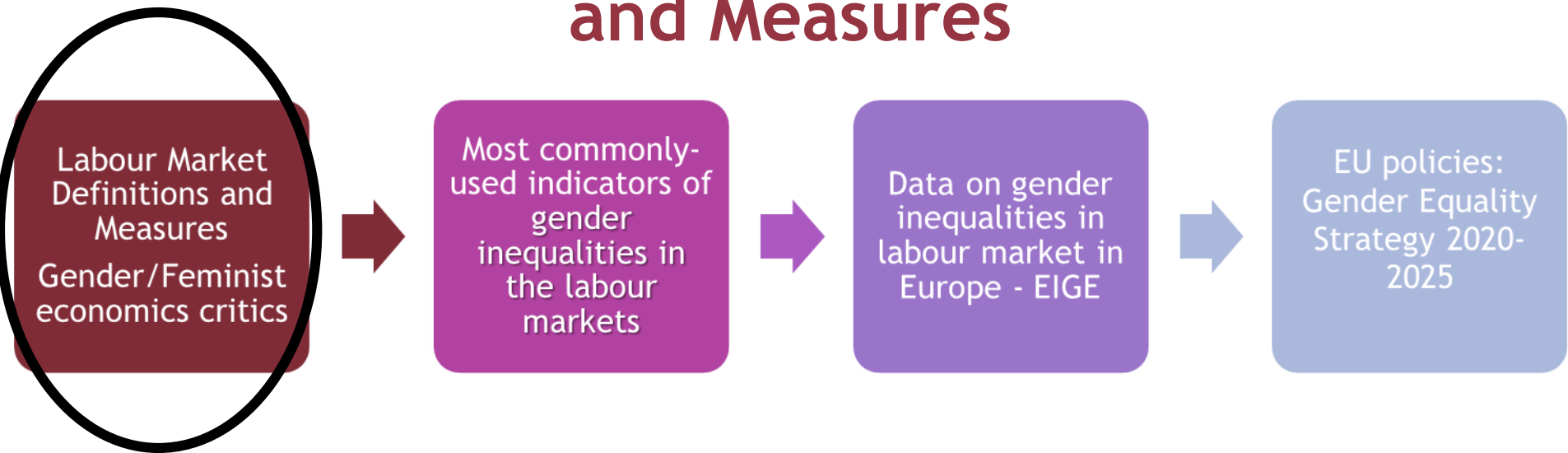
“Reproduction, like production, can generate a **surplus**, realized through **increases in the size or capabilities of a population**, rather than accumulated material wealth.

Reproduction includes but goes well **beyond the self-investment** emphasized in neoclassical economic theory, which often describes individuals as autonomous entrepreneurs of human capital. It also goes **beyond the reproduction of labour power** emphasized in some modern version of Marxian theory as process primarily benefiting a ruling class.

The production and maintenance of human capabilities is a necessary - and costly - aspect of all economic systems”

Folbre 2021, p. 64-65

Labour Market Indicators: Definitions and Measures



Labour Market definitions: labour force

The labour force (LF) is defined as the sum of employed plus unemployed individuals:

$$\text{LF} = \text{Employed} + \text{Unemployed}$$

Employed are individuals who have engaged in work for in-kind or cash payment for at least an hour in a week (*the reference week – interview*)

The employed are categorized as:

- ***wage and salary workers***
- ***employers***
- ***self-employed***
- ***unpaid family workers***

Unpaid workers are people working in a family enterprise without pay, such as family members working on a family farm or in a local grocery store

Labour Market definitions: labour force

An unemployed individual is one who:

- does not have a job for payment in kind or in cash;
- is actively seeking a job (in the reference week); and
- is ready to start work in 15 days if offered a job

Those who **are not in the LF** are mainly categorized as:

- students
- retired
- homemakers
- people with an illness or disability
- non-labour income earners

Labour Market Indicators: Definitions and Measures

The labour force participation (LFP) rate is the ratio of the LF to the total adult population

$$LFP \text{ rate} = (LF / \text{Adult Population}) \times 100$$

The employment rate is the ratio of the employed to the total adult population

$$\text{Employment rate} = (\text{Employed} / \text{Adult Population}) \times 100$$

The unemployment rate is the ratio of the unemployed to the LF (sum of employed and unemployed).

$$\text{Unemployment rate} = (\text{Unemployed} / \underline{LF}) \times 100$$

Labour Market Indicators: Definitions and Measures

Based on these indicators:

the main objective of economic policy, with respect to the labour market, is

- ***to reduce the unemployment rate***
- ***to increase the employment rate***

two major critiques

Labour Market Indicators: Definitions and Measures

two major critiques

1. *the official unemployment rate is not a sufficient indicator of the true rate of joblessness in an economy*

the unemployment rate is the ratio of the unemployed to the LF (sum of employed and unemployed).

Unemployment rate = (Unemployed/LF) x 100

not included

- *discouraged workers*
- *underemployed*

Labour Market Indicators

two major critiques

Discouraged workers are people not actively seeking employment because they believe there are no job openings for them but would like to work at a job if offered one (i.e. ready to start a job on short notice)

Underemployed are individuals who are in employment but are seeking additional employment (a second or a new job) because their earnings are insufficient – working poors

Labour Market Indicators

two major critiques

Solution: for including Discouraged workers and underemployed



USE

Joblessness rate instead of unemployment rate for policies

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

the joblessness rate the share of the working age population that is either unemployed or not participating in the LF.

Labour Market Indicators

two major critiques

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

From a gender perspective **the joblessness rate is a more accurate indicator** of exclusion from the labour market than the official unemployment rate.

Decreasing the joblessness rate depends upon decreasing the unemployment rate while simultaneously increasing the employment rate.

Labour Market Indicators

two major critiques

the official unemployment rate (defined above) is not a sufficient indicator of the true rate of joblessness in an economy

a more comprehensive indicator is **the joblessness rate**, defined as the share of the working age population that is either unemployed or not participating in the LF.

Joblessness rate = (Unemployed + Not LF Participant / Total Adult Population) x 100

Labour Market Indicators

Joblessness rate vs Unemployment rate



Turkey 2015

overall **unemployment rate 10.3 %**,

For men unemployment rates 9.2%

For women men unemployment rates **12.6%**

joblessness rate is 54% for the overall population

35 % joblessness rate for men

72% joblessness rate for women

The **gender gap** in joblessness (**37 pp**) is much higher than the gender gap in unemployment (**3.4 pp**)

most of the adult female working age population in Turkey does not participate in the labour force - full-time homemaking

Labour Market Indicators: Definitions and Measures

two major critiques

- 2. The unemployment rate does not, however, indicate the quality of employment and whether the jobs available in the labour market offer decent conditions of employment*

Decent Work

8 DECENT WORK AND ECONOMIC GROWTH



Decent work has also been accepted as a central concept of the **new 2030 Agenda for Sustainable Development** adopted during the UN General Assembly in September 2015. The **Sustainable Development Goal (SDG) 8** calls for the promotion of “sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

International Labour Organization (ILO) definition

“Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”

Decent Work DATA

8 DECENT WORK AND
ECONOMIC GROWTH



NAVIGATION ▾

ONLINE PUBLICATIONS ▾



File:Indicators measuring progress in SDG 8 2022

Decent work		
Fatal accidents at work	:	↑
In work at-risk-of-poverty rate (*)	↓ ⁽³⁾	↗

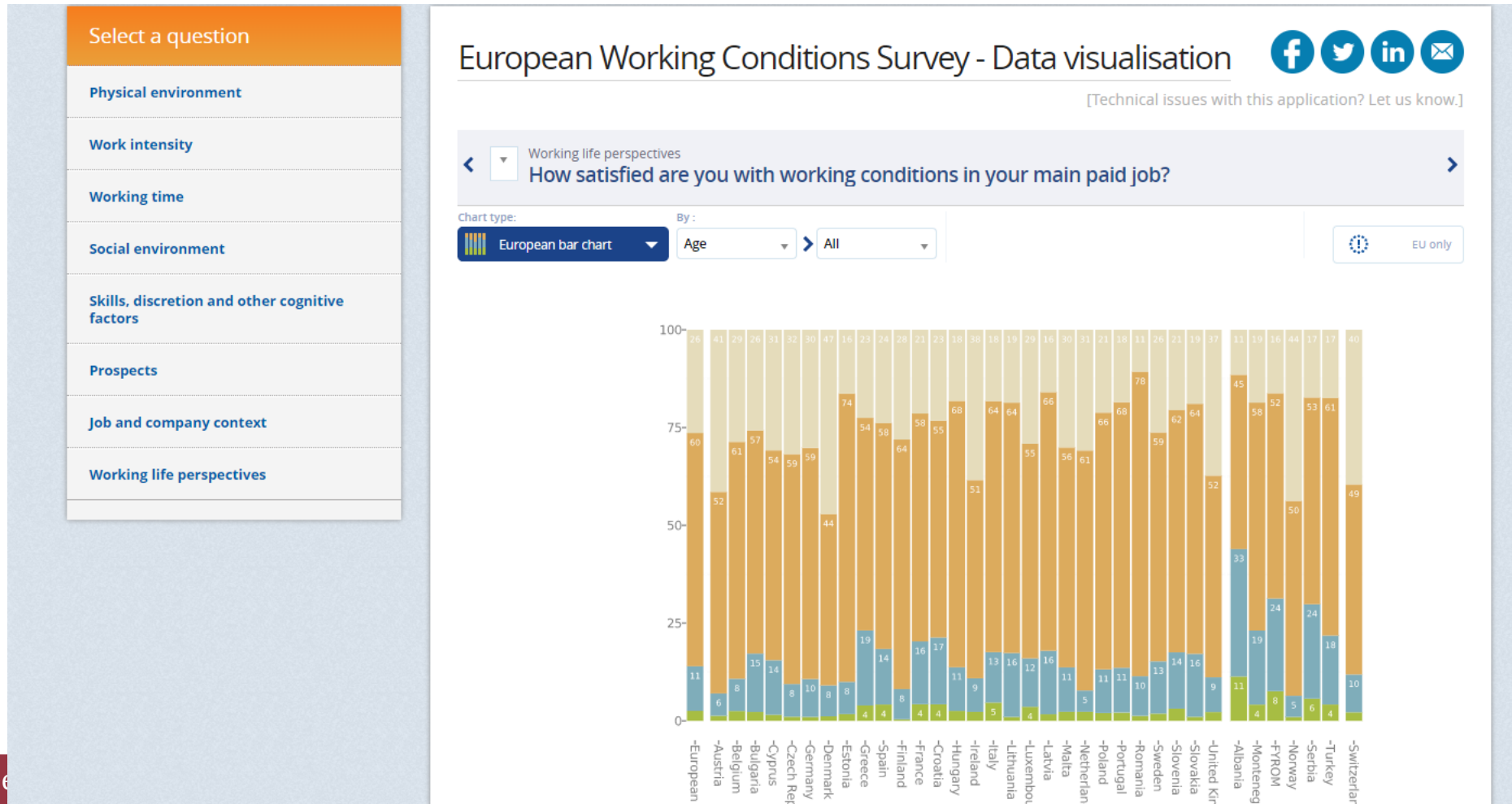
In the EU, the share of the so-called ‘working poor’ (aged 18 and over) decreased between 2016 and 2019, to 9.0%. In 2020, however, the in-work at-risk-of poverty rate grew again, to 9.4% of employed people.

Individuals at risk of in-work poverty when their equivalised yearly disposable income is below 60% of the national household median income level.

European Working condition survey- EUROFOUND

cross-country comparable data for EU countries

https://www.eurofound.europa.eu/data/european-working-conditions-survey?locale=EN&dataSource=EWCS2016&media=png&width=740&question=y15_Q88&plot=euBars&countryGroup=linear&subset=agecat_3&subsetValue=All

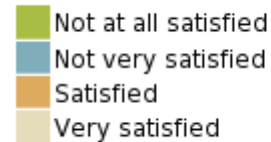


European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- 'How satisfied are you with working conditions in your main paid job?'
- 'Does your work affect your health?'
- 'How many days were you absent from work for health reasons in the last 12 months?'
- 'Over the last 12 months, did you work when you were sick?'



European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Do you think you will be able to do your current job or a similar one until you are 60 years old?’
- 'How well do your working hours fit in with family or social commitments outside work? ‘
- How often in the last 12 months have you worried about work when you were not working?’
- 'How often in the last 12 months have you felt too tired after work to do some of the household jobs which need to be done?'

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- 'How often in the last 12 months have you found that your job prevented you from giving the time you wanted to your family?'
- 'Do you have the right skills for your job?'
- 'Are you exposed to chemical products or substances?'
- 'Does your work involve tiring or painful positions?'
- 'Does your job ever require that you wear personal protective equipment, and do you use it? '
- 'Does your job involve working to tight deadlines?'

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Does your job involve being in situations that are emotionally disturbing for you?’
- Are you treated fairly at your workplace?’
- 'Have you been subjected to discrimination at work in the last 12 months?’
- 'Are you able to choose or change your speed or rate of work? '

European Working condition survey

cross-country comparable data for EU countries

Dimensions used

- Does your job involve being in situations that are emotionally disturbing for you?’
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Outside EU

ILO -country studies on decent work

<https://www.ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm>

The screenshot shows a web browser window displaying the ILO website. The browser's address bar shows the URL: [ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm](https://www.ilo.org/integration/themes/mdw/map/about/activities/country-studies/lang--en/index.htm). The page content includes a navigation menu on the left with 'Country studies: Profiles' highlighted. The main heading is 'Activity 7: Country-studies on decent work indicators - Profiles'. Below the heading, there are three paragraphs of text describing the profiles, their purpose, and their preparation. On the right side, there is a 'See also' section with a list of country profiles: Bangladesh, Brazil (1st Edition), Brazil (2nd Edition), Cambodia, Indonesia, Republic of Moldova, Niger, Peru, Philippines, Ukraine (2nd Edition), and Zambia. Below this list is an 'Executive summary' section.

MAP project >

- About us >
- Objectives >
- Activities >
 - Global MAP meeting >
 - Media outreach >
 - Regional workshops >
 - Background country studies >
 - National consultations >
 - Statistics support >
 - Country studies: Profiles**
 - National validation workshops >
 - Launch events >
 - Training and knowledge-sharing >
 - Decent work databases >
 - Global methodology >
 - EC Toolkit >
 - Global conference >
- Project timeline >
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Countries >

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ILO home > About the ILO > How the ILO works > Departments and offices > MULTILATERALS home > Themes > Measuring decent work > MAP project > About us > Activities > Country studies: Profiles

Activity 7: Country-studies on decent work indicators - Profiles

The profiles represent generally the first consolidated look at the state of decent work at country level – from employment opportunities to decent hours, to equal opportunities and social dialogue – taking into account specific references to both statistical indicators and legal framework indicators.

The Profiles provide a summary of assessment of recent national progress towards decent work in a country and provide important insights into the deficits that still exist at the national level. They also contain information on statistical and legal framework indicators based on the national list of DW indicators identified by constituents. They provide baseline information for designing of national policies and programmes, especially Decent Work Country Programmes.

The Decent Work Country Profiles cover ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue): employment opportunities; adequate earnings and productive work; decent hours; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, employers' and workers' representation.

Decent Work Country Profiles are prepared by national consultants with the active participation of the Ministries of Labour and National Statistics Offices (NSOs), together with the technical assistance of the ILO experts in the field and in Geneva. National partners identify relevant decent work indicators (legal and statistic) and analyse them

See also

Decent work country profiles

- [Bangladesh >](#)
- [Brazil \(1st Edition\) >](#)
- [Brazil \(2nd Edition\) >](#)
- [Cambodia >](#)
- [Indonesia >](#)
- [Republic of Moldova >](#)
- [Niger >](#)
- [Peru](#)
- [Philippines >](#)
- [Ukraine \(2nd Edition\) >](#)
- [Zambia >](#)

Executive summary

Decent work indicators - ILO

- What makes work decent? And how to measure it?
 1. employment opportunities
 2. adequate earnings and productive work
 3. decent working time
 4. combining work, family and personal life
 5. work that should be abolished
 6. stability and security of work
 7. equal opportunity and treatment in employment
 8. safe work environment
 9. social security
 10. social dialogue, employers' and workers' representation

ILO -Measurement of decent work based on ILO guidance

<p>Employment opportunities (1 + 2)</p>	<p>M – Employment-to-population ratio, 15-64 years (S)</p> <p>M – Unemployment rate (S)</p> <p>M – Youth not in education and not in employment, 15-24 years (S)</p> <p>M – Informal employment (S)</p> <p>A – Labour force participation rate, 15-64 years (1) [to be used especially where statistics on Employment-to-population ratio and/or Unemployment rate (total) are not available]</p> <p>A – Youth unemployment rate, 15-24 years (S)</p> <p>A – Unemployment by level of education (S)</p> <p>A – Employment by status in employment (S)</p> <p>A – Proportion of own-account and contr. family workers in total employment (S) [to be used especially where statistics on informal employment are not available]</p> <p>A – Share of wage employment in non-agricultural employment (S)</p> <p>F – Labour underutilization (S)</p> <p>Memo item: Time-related underemployment rate (S) (grouped as A under “Decent Working Time”)</p>
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The labour force underutilisation rate is defined as the sum of the number of persons unemployed and underemployed, expressed as a percentage of the labour force.

Underutilization is the state of not being used enough or not used to full potential.

ILO -Measurement of decent work based on ILO guidance

<p>Adequate earnings and productive work (1 + 3)</p>	<p>M – Working poverty rate (S)</p> <p>M – Low pay rate (below 2/3 of median hourly earnings) (S)</p> <p>A – Average hourly earnings in selected occupations (S)</p> <p>A – Average real wages (S)</p> <p>A – Minimum wage as % of median wage</p> <p>A – Manufacturing wage index</p> <p>A – Employees with recent job training (past year / past 4 weeks) (S)</p>
<p>Decent Working Time (1 + 3)*</p>	<p>M – Excessive working time (more than 48 hours per week; 'usual' hours) (S)</p> <p>A – Usual hours worked (standardized hour bands) (S)</p> <p>A – Annual hours worked per employed person (S)</p> <p>A – Time-related underemployment rate (S) ☆</p> <p>F – Paid annual leave (developmental work to be done by the Office; additional indicator)</p>
<p>Combining work, family and personal life (1 + 3)</p>	<p>F – Asocial / unusual hours (Developmental work to be done by the Office)</p> <p>F – Maternity protection (developmental work to be done by the Office; main indicator)</p>

☆ The time-related underemployment rate is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time and worked fewer hours than a specified time threshold during the reference period.

ILO -Measurement of decent work based on ILO guidance

Work that should be abolished (1 + 3)

M – Child labour [as defined by ICLS resolution] (S)
M – Other worst forms of child labour (S)**
A – Hazardous child labour (S)
A – Forced labour (S)**

Stability and security of work (1, 2 + 3)

Stability and security of work (developmental work to be done):
M - Precarious Employment rate **
A - Job tenure**
A - Subsistence worker rate**
A – Real earnings casual workers** (S)
Memo item: Informal employment grouped under employment opportunities.

ILO -Measurement of decent work based on ILO guidance

Equal opportunity and treatment in employment (1, 2 + 3)

M – Occupational segregation by sex
 M – Female share of employment in senior and middle management* (ISCO88 groups 11 and 12)
 A – Gender wage gap
 A – Share of women in wage employment in the non-agricultural sector
 A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
 A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
 F – Measure of dispersion for sectoral / occupational distribution of (recent) migrant workers
 F – Measure for employment of persons with disabilities
 Memo item: Indicators under other substantive elements marked (S) indicator should be reported separately for men and women in addition to the total.

Safe work environment (1 + 3)

M – Occupational injury rate, fatal
 A – Occupational injury rate, nonfatal
 A – Time lost due to occupational injuries
 A – Labour inspection (inspectors per 10,000 employed persons)

ILO -Measurement of decent work based on ILO guidance

Social security (1 + 3)

M – Share of population aged 65 and above benefiting from a pension (S)
M – Public social security expenditure (% of GDP)
A – Healthcare exp. not financed out of pocket by private households
A – Share of population covered by (basic) health care provision (S)
F – Share of econ. active population contributing to a pension scheme (S)
F – Public expenditure on needs based cash income support (% of GDP)
F – Beneficiaries of cash income support (% of the poor)
F – Sick leave (developmental work to be done by the Office; additional indicator)
[Interpretation in conjunction with legal framework and labour market statistics.]

Social dialogue, workers' and employers' representation (1 + 4)

M – Union density rate (S)
M – Enterprises belonging to employer organization [rate]
M – Collective bargaining coverage rate (S)
M – Days not worked due to strikes and lockouts**
F – Indicator for Fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office

ILO -Measurement of decent work based on ILO guidance

Economic and social context for decent work	C – Children not in school (% by age) (S) C – Estimated % of working age population who are HIV positive C – Labour productivity (GDP per employed person, level and growth rate) C – Income inequality (percentile ratio P90/P10, income or consumption) C – Inflation rate (CPI) C – Employment by branch of economic activity C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S) C – Labour share in GDP C (additional) – Real GDP per capita in PPP\$ (level and growth rate) C (additional) – Female share of employment by industry (ISIC tabulation category) C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
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ILO - data

<https://ilostat.ilo.org/data/>

► Data catalogue

Labour force participation rate by sex, education and rural / urban areas: [Annual](#)

Prime-age labour force participation rate by sex, household type and rural / urban areas: [Ann](#)

Labour force participation rate by sex, education and marital status: [Annual](#)

Labour force participation rate by sex and age, seasonally adjusted series: [Quarterly](#) | [Monthl](#)

Employment

Employment by sex and age: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, age and education: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex and disability status: [Annual](#)

Employment by sex, age and rural / urban areas: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, age and marital status: [Annual](#)

Employment by sex and marital status: [Annual](#)

Employment by sex, age and working time arrangement: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, education and rural / urban areas: [Annual](#)

Employment by sex, education and marital status: [Annual](#)

Employment by sex and status in employment: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex, status in employment and rural / urban areas: [Annual](#)

Employment by sex, status in employment and marital status: [Annual](#)

Employment by sex, age and status in employment: [Annual](#)

Employment by sex and institutional sector: [Annual](#)

Employment by sex and economic activity: [Annual](#) | [Quarterly](#) | [Monthly](#)

Employment by sex and economic activity - ISIC level 2: [Annual](#)

Employment by sex, economic activity and rural / urban areas: [Annual](#)

ILO - data

<https://www.ilo.org/shinyapps/bulkexplorer45/>

The screenshot shows the ILOSTAT explorer interface. The top navigation bar includes the ILO logo, the text 'ILOSTAT explorer', and a home icon. Below the navigation bar, there are 'Filter' and 'Custom' options. The left sidebar contains a 'Variables' section with a 'Reference area : 147/147' dropdown, 'Sex : 3/3' and 'Age : 3/3' dropdowns, and a 'Latest period' section with a timeline slider from 2000 to 2024, currently set to 2020. The main content area displays the 'Dataset' as 'SDG indicator 1.1.1 - Working poverty rate (percentage of employed living below US\$1.90 PPP) (%) - Annual'. Below this are 'Download', 'Capture view', and 'Show/hide' buttons. A table with columns 'Country', 'Source', 'Sex', 'Age', 'Year', and 'Value' is shown. The table contains 13 rows of data for Afghanistan, all from the year 2000, with values ranging from 62 to 73.4.

Country	Source	Sex	Age	Year	Value
All	All	All	All	All	All
Afghanistan	ILO - modelled estimates	Total	15+	2000	64.8
Afghanistan	ILO - modelled estimates	Total	15-24	2000	67.7
Afghanistan	ILO - modelled estimates	Total	25+	2000	63.6
Afghanistan	ILO - modelled estimates	Male	15+	2000	63.4
Afghanistan	ILO - modelled estimates	Male	15-24	2000	66.9
Afghanistan	ILO - modelled estimates	Male	25+	2000	62
Afghanistan	ILO - modelled estimates	Female	15+	2000	73
Afghanistan	ILO - modelled estimates	Female	15-24	2000	72.1
Afghanistan	ILO - modelled estimates	Female	25+	2000	73.4
Afghanistan	ILO - modelled estimates	Total	15+	2001	65.3

ILO - data

<https://www.ilo.org/shinyapps/bulkexplorer45/>

And only for women

<https://ilostat.ilo.org/topics/women/>

► Data

Below is a subset of the indicators available by sex. For all available indicators, refer to the [data page](#).

Indicator	Excel summary	Zipped csv	Data Explorer
+ SDG indicator 8.5.1 - Average hourly earnings of employees by sex (Local currency) Annual	xlsx	gz	View
+ Working-age population by sex, age and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex, education and marital status (thousands) Annual	xlsx	gz	View
+ Working-age population by sex and disability status (thousands) Annual	xlsx	gz	View
+ Prime-age population by sex and household type Annual	xlsx	gz	View
+ Labour force by sex, age and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex, education and marital status (thousands) Annual	xlsx	gz	View
+ Labour force by sex and disability status (thousands) Annual	xlsx	gz	View



DEPARTMENT OF STATISTICAL SCIENCES

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Thank you for your attention!

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